



Senate

General Assembly

File No. 629

January Session, 2007

Senate Resolution No. 51

Senate, April 30, 2007

The Senate Committee on Appropriations reported through SEN. HARP of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE BOARD OF EDUCATION AND THE AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS.

Resolved by the Senate:

- 1 That the collective bargaining agreement between the State Board of
- 2 Education and Local 61, the American Federation of School
- 3 Administrators, AFL-CIO, effective July 1, 2007, to June 30, 2011,
- 4 inclusive, signed by the parties March 30, 2007, and submitted to this
- 5 assembly April 2, 2007, for approval, as provided in subsection (b) of
- 6 section 5-278 of the general statutes, is approved.

APP *Senate Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
State Board of Education	All Funds - Cost	381,079	784,031
	GF - Cost	375,858	773,290

Note: GF=General Fund

The Out Years

State Impact:

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$	FY 11 \$ Annualized
State Board of Education	All Funds - Cost	1,342,395	1,725,767	1,761,441
	GF - Cost	1,324,004	1,702,124	1,737,309

Note: GF=General Fund

Municipal Impact: None

Explanation

This collective bargaining agreement for the Vocational-Technical School Administrators' bargaining unit is submitted for approval for the four-year period July 1, 2007 through June 30, 2011. Costs shown above are for the 63 all funds full-time employees covered by this contract, including 62 General Fund full-time employees. Cost details are attached.

This agreement provides a new salary schedule. The wage increases associated with this new salary schedule are slightly higher than increases in negotiated agreements and arbitrated awards for most other bargaining units for the same time period. Because this is a small bargaining unit, and it has settled before many other units, it is anticipated that the Appropriations Committee Budget for the 2007-2009 Biennium (sHB 7077) includes funding in the Reserve for Salary Adjustments account to cover the FY 08 and FY 09 costs of this

agreement. However, if other bargaining units settle on wage increases higher than the “pattern” that has been established, the extent to which the Reserve for Salary Adjustments account will be able to fully fund such costs cannot be determined at this time.

Cost Estimate of Agreement

All Funds

Vocational-Technical School Administrators' Bargaining Unit

Agency Affected: State Board of Education

Term of Contract: Four years, July 1, 2007 through June 30, 2011

Number of Full-Time Employees Affected by Contract:

62 General Fund

1 Other Funds

63 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	Wage Increase[1]	Annual Increment	PhD Stipend
Prior to Contract	\$96,549				
1st Year of Contract (FY 08)	102,168	5.82%	3.99%	1.68%	0.15%
2nd Year of Contract (FY 09)	107,805	5.52%	4.66%	0.86%	0.00%
3rd Year of Contract (FY 10)	115,705	7.33%	6.55%	0.78%	0.00%
4th Year of Contract (FY 11)	121,443	4.96%	4.24%	0.72%	0.00%

Percent Increase (Annualized Basis)

	Salary	Total	Wage Increase[1]	Annual Increment	PhD Stipend
Prior to Contract	\$96,549				
1st Year of Contract (FY 08)	102,387	6.05%	4.15%	1.75%	0.15%
2nd Year of Contract (FY 09)	108,262	5.74%	4.84%	0.90%	0.00%
3rd Year of Contract (FY 10)	116,513	7.62%	6.81%	0.81%	0.00%
4th Year of Contract (FY 11)	122,522	5.16%	4.41%	0.75%	0.00%

[1] This includes the impact of general wage increases to the existing steps plus the cost of any new steps that have been added to the top of the schedule.

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 Years)
Salaries[1]	\$ 6,082,601	\$ 7,718,867	26.9%
Fringe Benefits[2]	\$ 1,754,559	\$ 2,028,051	15.6%
Total	\$ 7,837,160	\$ 9,746,918	24.4%

5.6% average per year (compounded)

[1] Salaries include base salary, longevity payments, and PhD stipends.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, and Professional Development Fund.

Detail of Cost Estimates

All Funds

Contract Items	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1][2]	FY 11 Annualized[1]
First Year (FY 08)					
Wage Increase					
Effective 6/22/07					
(25 pay periods)[2]	\$ 242,787	\$ 252,499	\$ 252,499	\$ 252,499	\$ 252,499
Annual Increments					
Effective 6/22/07					
(25 pay periods)	102,211	106,299	106,299	106,299	106,299
Increase PhD					
Stipend from					
\$1,000 to \$2,000	9,000	9,000	9,000	9,000	9,000
Total First Year	\$ 353,998	\$ 367,798	\$ 367,798	\$ 367,798	\$ 367,798
Second Year (FY 09)					
Wage Increase					
Effective 6/20/08					
(25 pay periods)[2]		\$ 300,269	\$ 312,280	\$ 312,280	\$ 312,280
Annual Increments					
Effective 6/20/08					
(25 pay periods)		55,603	57,828	57,828	57,828
Increase Professional					
Development					
Fund from \$20,000					
to \$25,000		5,000	-	-	-
Total Second Year		\$ 360,873	\$ 370,108	\$ 370,108	\$ 370,108
Third Year (FY 10)					
Wage Increase					
Effective 6/19/09					
(25 pay periods)[2]			\$ 446,698	\$ 464,566	\$ 464,566
Annual Increments					
Effective 6/19/09					
(25 pay periods)			53,106	55,231	55,231
Increase Professional					
Development					
Fund from \$20,000					
to \$30,000			10,000	-	-
Total Third Year			\$ 509,805	\$ 519,797	\$ 519,797
Fourth Year (FY 11)					
Wage Increase					
Effective 6/18/10					
(25 pay periods)[2]				\$ 311,151	\$ 323,597
Annual Increments					
Effective 6/18/10					
(25 pay periods)				52,852	54,967

Contract Items	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1][2]	FY 11 Annualized[1]
Eliminate Funding for the Professional Development Fund				(20,000)	-
Total Fourth Year				\$ 344,004	\$ 378,564
 Total Contract Items	 \$ 353,998	 \$ 728,671	 \$ 1,247,710	 \$ 1,601,706	 \$ 1,636,266
Social Security Costs	27,081	55,361	94,685	124,061	125,174
Total Cost of Contract	\$ 381,079	\$ 784,031	\$ 1,342,395	\$ 1,725,767	\$ 1,761,441
 Estimated General Fund Costs	 \$ 375,858	 \$ 773,290	 \$ 1,324,004	 \$ 1,702,124	 \$ 1,737,309

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

[2] This includes the impact of general wage increases to the existing steps plus the cost of any new steps that have been added to the top of the schedule.

Note:

If the payment for the pay period of 6/3/10 - 6/16/10 is posted on the last day of the fiscal year instead of 7/1/10, there will be an additional cash cost in FY 11 equal to 1/26th of the FY 11 annualized cost of base pay increases.

OFA Bill Analysis**SR 51*****RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE BOARD OF EDUCATION AND THE AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS.*****SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage.

COMMITTEE ACTION

Appropriations Committee

Senate Favorable Report

Yea 8 Nay 1